

Danville CSD     Danville EA

8/16/2006 8/15/2007

**AGREEMENT  
BETWEEN  
THE BOARD OF EDUCATION  
OF THE  
DANVILLE COMMUNITY SCHOOL DISTRICT  
OF DANVILLE  
AND  
THE DANVILLE EDUCATION ASSOCIATION  
FOR THE YEAR  
2006 - 2007**

## **ARTICLE I - RECOGNITION**

### **Section I**

The Board of Directors of Danville School District, here in-after referred to as the "Board", recognizes the Danville Education Association, hereinafter referred to as the "Association", as the sole and exclusive representative of contracted, certificated personnel, hereinafter referred to as teachers or employees, but excluding the superintendent, principals and other administrative personnel having the authority to hire, transfer, assign, promote, discharge, evaluate or process grievances of other employees or having the responsibility to make recommendation thereon.

### **Section II**

All professional employees, including classroom teachers, remedial reading teachers, librarians, guidance counselors and all special teachers (art, music, physical education, and learning disabilities) are included in the unit described above.

## **ARTICLE II - MANAGEMENT RIGHTS**

### **Section I**

It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the School District and the Board of Directors which are not limited by the express language of this Agreement are retained by the Board provided, however, that no such rights shall be exercised so as to violate any provisions of the Agreement.

### **Section II**

Unless limited by this agreement, the Board of Directors and Administration shall continue to have the exclusive right to exercise any and all powers and duties granted to any public employer by law.

## **ARTICLE III - ASSOCIATION RIGHTS**

### **Section I**

The employee shall have the right to make use of school buildings and facilities at reasonable times and upon prior approval for meetings.

## Section II

Communications - upon notification of the Building Administration, the Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teachers' lounges and workrooms, but not in areas open to the public or students. The Association may use the district mail service and employee mail boxes for communications to employees with notification of the Building Administration.

## Section III

Access to Members - Duty authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association Business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. All visitors must first report to the office.

## Section IV

The Board agrees to furnish to the Association, at their request, information about the financial condition of the district. The Board shall give information, at the Association's request, which may be necessary for the Association to process a complaint. Nothing herein shall require the Administration and Secretarial Staff to research and assemble information.

# **ARTICLE IV - GRIEVANCE PROCEDURES**

## Section I

Definition - A "grievance" is a complaint by an employee, or the Association, based upon a violation of this agreement.

## Section II

Time limits - A "grievance" must be filed with the principal within ten (10) school days from the time of the event being grieved or it will be considered waived.

## Section III

(a) The Association or an employee covered by this Agreement shall have the right to present grievances in accordance with these procedures.

(b) It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interruption of the instructional program.

c) A copy of the grievance form is contained in the appendix to this agreement.

#### Section IV

##### Procedure Steps

(a) First Step - An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his or her principal.

(b) Second Step - If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance, in writing, with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be written ten (10) school days from the date of notification of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee, Association and the Superintendent within (10) school days after receipt of the grievance.

(c) Third Step - In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within (5) school days of receipt of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and superintendent or his/her designee shall meet to resolve the grievance. The superintendent or his/her designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the employee, Association and the principal.

d) Fourth Step - If the grievance is not resolved satisfactorily at step three, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a notification on behalf of the Association and the grieving employee to the superintendent within twenty (20) school days from receipt of the step three answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) school days after said notice is given. The Public Employment Relations Board will be requested to provide a panel of three (3) arbitrators. Each of the two (2) parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be final and binding on the two (2) parties.

#### Section V

Expense for the arbitrator's service shall be borne equally by the school district and the Association.

The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the school district and the Association and his/her decision must be based on solely and only upon his/her interpretation of the agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the school district and the Association and his/her decision must be based solely and only upon his/her interpretation of the meeting of application of the express relevant language of the agreement.

#### Section VI

If the Association or any employee files any claim or complaint in any form other than under the grievance procedure of this Agreement, then the school district shall not be required to process the same claim or set of facts through the grievance procedure.

#### Section VII

Any aggrieved person may be represented at all stages of the grievance procedure by self, or, at his/her option, be accompanied by a representative selected or approved by the Association.

#### Section VIII

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

## **ARTICLE V - TEACHER EVALUATION**

### **Section I**

Within six (6) weeks after the beginning of each school year teachers shall be acquainted by a member of the administrative staff with the evaluation procedures to be used. At this time teachers will be given the evaluation tool (Handbook), that was approved by the Board and the Association, upon which they will be evaluated. The purpose of the orientation is to achieve mutual understanding of the evaluation tool (handbook). No evaluation shall take place until such orientation has been completed. If a new teacher is hired following the start of the school year, the same requirements shall apply, except the timeline shall be within six (6) weeks of the first day of employment.

### **Section II**

All evaluation of classroom teaching shall be done openly and shall consist of formal observation, portfolios, career development plan, and meeting the Iowa Teaching Standards. The substance of an evaluation may be grieved if the evaluation is arbitrary, capricious, or the teacher is subject to harm by evaluation.

### **Section III**

The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in their personnel file. The file copy of such statement shall be signed by both parties to indicate awareness of the content.

### **Section IV**

Each teacher shall have the right at any time to review the contents of their personnel file. A representative of the Association, at the teacher's request, may accompany the teacher in this review. The teacher shall have the right to respond to all material contained in said file and to any materials to be placed in said file in the future. Such teacher responses will become part of said file. Any complaints directed toward a teacher which are placed in their personnel file are to be promptly called to the teacher's attention in writing. The teacher will be given an opportunity to respond to the complaint.

### **Section V**

The teacher shall have the right to a reproduction of the contents of their file on request. The reproduction shall be done by the employer on the employer's premises.

## **ARTICLE VI - DUES DEDUCTION**

### **Section I**

Any employee who is a member of the Association, or who has applied for membership, shall sign and deliver to the Board on a form as contained in the appendix to this agreement, authorizing payroll deduction of dues. The Association is responsible for notifying its membership of deductions.

### **Section II**

Pursuant to a deduction authorization the Board shall deduct one ninth (1/9) of total Association dues from the regular salary check of the employee each month for nine (9) months starting with the first paycheck and ending with the ninth paycheck each year. The payroll dues deduction form shall be furnished by the Association.

The Board Secretary shall remit such deduction fifteen (15) days following each pay period to the official designated by the the Association in writing to receive such deduction.

### **Section III**

Such authorization shall continue in effect from year to year unless revoked in writing by a thirty (30) day notice to the Board and Association.

### **Section IV**

The Association agrees to indemnify and hold harmless the Board, each individual board member and secretary and all administrators against any and all claims, costs, suits or other forms of liability and all court costs arising out of the application of the provisions in the agreement between the parties for dues.



## Section V

Any employee who terminates employment prior to the close of the school year must provide verification to the Board, from the Association, that dues obligations are settled.

# **ARTICLE VII - EMPLOYEE WORK YEAR, HOURS, HOLIDAYS**

## Section I

The school year shall contain a regular teacher contract year of 190 days made up of 180 teaching days, 4 in-service days and 6 holidays. New teachers to the system will have one additional day of in-service.

## Section II

There will be no school held on the following days: (1) Labor Day; (2) Thanksgiving and the Friday after Thanksgiving; (3) the day before Christmas, Christmas and the day after Christmas; (4) New Year's Day; (5) President's Day; (6) Good Friday; (7) Memorial Day.

## Section III

The faculty will be surveyed to help determine the holidays on which school will be closed.

## Section IV

In addition to time before and after pupils day classroom employees shall have a least 225 minutes of classroom preparation time per week.

## Section V

On a day preceding holidays, vacations and on Fridays, the employees' day will end after the close of the students' day, providing the students have left the teacher's area of the building and the buses have left.

## Section VI

Nothing in this Article is to be construed as precluding any forms of supervision outside of scheduled school hours which may relate to the teaching field or assigned extra duties.

## Section VII

Employees may be required to come to work earlier than the beginning of the regular work day or to remain after the end of the regular work day without additional compensation, for the purpose of attending faculty or other professional meetings when scheduled. Meetings shall not be called after school on Fridays or any other day immediately preceding any holiday or other day upon which teacher attendance is not required at school.

## Section VIII

Notice for any meeting shall be given to the employees involved at least one day prior to meetings, except in an emergency.

## Section IX

Employees may leave the building during their lunch period when they are not assigned to lunch duty by informing the office personnel. Employees may be allowed to leave the building during preparation time with permission from the building principal.

# **ARTICLE VIII - SAFETY AND HEALTH PROVISIONS**

## Section I

An employee may, within the scope of their employment, use and apply such amount of force as is allowed by law to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil; for the purpose of self defense; and for the protection of persons or property.

## Section II

Whenever any legal action is brought against an employee resulting from the performance of assigned duties, the Board shall provide the employees with defense and indemnification but no such indemnification shall be required in the event of a judicial determination that such employee acted contrary to law.

## Section III

The Board shall give full support including legal and other assistance for any assault upon the employee while acting in the discharge of their duties.

#### Section IV

Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal.

Such notification shall be forwarded to the Association and to the Superintendent. The Superintendent shall comply with any specific request from the employee for information in the possession of the Superintendent relating to the incident or the persons involved and shall act in appropriate ways as liaison between the employee, the police and the courts.

#### Section V

The Board will pay up to \$20.00 for X-rays of those full-time employees required by law to have a yearly X-ray for tuberculosis. The X-rays will be taken at the place designated by the employer.

#### Section VI

Each new employee will be reimbursed up to \$50.00 for a physical examination upon initial employment.

### **ARTICLE IX - IN-SERVICE**

#### Section I

The In-Service Education Committee shall consist of five members , three employees to be appointed by the Association and two administrators. The membership of the committee should provide for a good cross section of grade level and building representation and shall select their own chairperson.

#### Section II

The Board shall budget such funds as may be necessary to defray the cost of approved in-service programs.

## **ARTICLE X - LEAVES**

### **Section I**

Sick - All employees shall be entitled to fifteen (15) sick leave days each school year as of the first official day of said school whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with a maximum of 120 days. Of the fifteen (15) days, seven (7) days (non accumulative) may be given to care for the employee's father, mother, children, stepparents or spouse when these people become ill and/or disabled. After accumulating 120 sick days the employee will be paid, at his/her written request, one (1) day wages for every ten (10) sick days not used in a given year beyond 120 days.

An employee who is unable to work because of personal illness or disability; or illness, disability or death of a member of their immediate family (meaning spouse, parents, stepparents and children) and who has exhausted all sick leave available shall be granted a leave of absence without pay for the remainder of the school year.

The board shall, at the employee's direction continue medical insurance at the employee's expense until the end of the leave.

### **Section II**

#### **Maternity**

1. Leave for maternity shall be considered sick leave and shall be at the discretion of employee's physician. In case of absence, for a female employee for maternity, sick leave policies shall apply.

2. Return Rights - The employee shall return to previously assigned full-time duties upon sufficient statement from the attending physician certifying fitness to resume such duties. Upon returning to employment, the employee shall assume all previous rights and privileges. An employee shall be entitled to all raises and increments upon return if the employee serves at least one half (90 days) of the school year.

3. Sick Leave Use - The employee may use as many accumulated sick leave days for maternity leave as their physician deems necessary.

4. Extension Without Pay - Extended leave without pay for the remainder of the school year may be granted on application of the employee and approval of the employer. The employee shall have the opportunity to continue all fringe benefits for the duration of the leave at the employee's own expense.

### Section III

Adoption Leave - Up to five (5) days (non-accumulative) leave with pay shall be allowed for adopting a child. These five (5) days will be deducted from the employee's sick leave. In case both parents are employed by the school district, said leave will only be granted to one. The same applies for a single parent.

### Section IV

Religious - Any employee whose religious affiliation requires the observance of holidays other than those scheduled in the school calendar shall be excused by the principal without pay.

### Section V

Jury or Legal - Any employee called for jury duty during school hours or who is required to appear as a non party witness in any judicial proceeding, shall be provided such time. Any fees or remuneration the employee receives during such leave shall be turned over to the Danville School District.

### Section VI

Association - Up to three (3) days leave shall be available for faculty of the Association for Association business. (faculty means a member doing Association business a total of three (3) days).

### Section VII

Professional - Attendance at professional meetings or visiting other schools to observe specific programs may be permitted without loss of pay provided approval is received from the principal and the superintendent. All such absences shall be in accordance with guidelines approved by the Board.

### Section VIII

Bereavement - Five (5) days (non accumulative) leave with pay shall be allowed for each death in the immediate family. Members of the immediate family shall include the following: mother, father, sister, brother, grandfather, grandmother, mother-in-law, father-in-law, son-in-law, daughter-in-law, stepson, stepdaughter, grandchild, stepmother, and stepfather. Ten (10) days (non accumulative) leave with pay shall be allowed for the death of spouse or child.

Two days bereavement leave shall be granted to attend a funeral of a person outside the immediate family. This leave shall be limited to two days per year, which shall be charged against bereavement leave.

## Section IX

Personal Leave - Full time employees shall be granted three days (3) of personal leave per year.

A written notification for personal leave must be made to the building principal at least three days (3) before leave is to be taken except in case of emergency. Personal leaves before and after a holiday will be left to the discretion of the building principal.

No more than two teachers per school (example: elementary or junior-senior high) will be permitted to use personal leave on the same day.

Personal leave may be taken during the first and last week of the school year only with written permission from the Superintendent.

## Section X

Educational - A leave of absence without pay of up to one (1) year shall be granted to any employee, upon application by March 15 for the purpose of engaging in study at an accredited college or university working for an advanced degree or for certification.

## Section XI

Outside Teaching- A leave of absence without pay may be granted at the discretion of the Board for up to two (2) years for any employee who joins VISTA, or the National Teacher Corps or who serves as a teacher in any domestic or overseas program or institution. Upon return from such leave, an employee shall be placed at the same position of the salary schedule as they would have accrued had they taught in the system during such period.

## Section XII

Other - Other temporary leaves of absence without pay may be granted in writing by the Board of Education.

# **ARTICLE XI - REDUCTION IN STAFF**

## Section I

When the Board deems it necessary to make a reduction in staff, because of a decline in enrollment, reduction in program or unavoidable budgetary limitations, written notice shall be given the teacher by certified mail or hand delivered by April 15 of the school term.

## Section II

An attempt shall be made to accomplish a reduction in staff by attrition. In the event necessary reduction in staff cannot be accomplished solely by attrition, the employer shall base the decision regarding contract renewal on skill, ability, competence and qualifications of available professional employees to the available work. If a choice must be made between two or more professional employees of equal skill and ability, prime consideration will be given to the employee with the greater full-time continuous service in the Danville Community School District.

## Section III

Recall Rights - An employee laid off pursuant to this policy shall maintain recall rights to any vacancy for which they are certified for two (2) years following the effective date of layoff. If a position is available by attrition at any time during the one year recall period, any employee on recall status and who is qualified for such position will be offered employment in such position for the remainder of the school term or the subsequent term as the case may be. Every effort will be made to recall employees in the reverse order of the layoff to available positions for which they are certified and qualified.

## Section IV

Benefits - Any employee reemployed by exercising their recall shall be given full salary, related benefits and experiences which were accrued to them at the time of reduction.

## Section V

Resignations and Terminations - The parties agree an employee's eligibility for recall shall terminate if they:

1. Fails to respond to their recall notice within ten (10) days of receipt of such notice and/or fails to report at the specific date to the assignment to which they have been recalled.
2. Is not recalled within two (2) years specified in Section III.
3. Submits a written resignation to the Board or waives their recall rights in writing.

## **ARTICLE XII - TRANSFER PROCEDURES**

### **Section I**

Definition - The movement of an employee to a different building or grade level shall be considered a transfer.

### **Section II**

#### **Voluntary Transfers**

1. The Board shall post for a minimum of seven (7) days, in all school buildings a list of the anticipated vacancies which may occur during the school year and/or for the following year as soon as the Board is sure of said vacancy.
2. All requests shall be made in writing to the Superintendent giving specified reasons for requesting the transfer. Such requests for transfers for the following year shall be submitted not later than May 1.
3. The consideration of transfer of an employee shall be based on:
  - a. The needs and best interest of the District as determined by the Board of Education.
  - b. Certification, endorsements and approvals.
  - c. Performance evaluations over the last two years.
  - d. Academic qualifications in the field or at the grade level for which the transfer is being requested.

Each of the foregoing criteria shall be mutually exclusive.

4. Written notice of transfer shall be given to the employees concerned as soon as possible.
5. Requests for transfers are kept for only one school year. Renewal must be made each year.
6. No voluntary request for transfer shall be denied for arbitrary or capricious reasons.



### Section III

#### Involuntary Transfers

Positions should be open on a voluntary basis. If the position cannot be filled voluntarily, then the least senior teacher within the department having instructional requirements, certification, and academic preparation will be transferred. The involuntary transfer of a teacher will be made only after a meeting of the Superintendent and the teacher involved. This meeting shall take place at the earliest possible time and will present the reasons for the transfer being made.

### **ARTICLE XIII - INSURANCE**

The Board will pay up to \$464.21 for a \$200 deductible single medical health policy, up to \$446.90 for a \$500 deductible single medical health policy or up to \$411.63 for a \$750 deductible single medical health policy in 2006-2007, per month, for each full time employee who notifies the Board by February 1 that they want coverage.

The Board will pay up to \$1,043.35 for a \$200 deductible family medical health policy, or up to \$999.78 for a \$500 deductible family medical health policy or up to \$960.70 for a \$750 deductible family medical health policy in 2006-2007, per month, for each full time employee who notifies the Board by February 1 that they want coverage. The \$464.21, \$446.90 or \$411.63 for single medical health policy is included in the \$1,043.35, \$999.78 or \$960.70.

The Board will pay up to \$10.00 per month toward Long Term Disability Insurance for each employee.

The Board will provide a \$50,000 term life insurance policy for each professional employee in the 2006-2007 school years.

The Board will pay \$140.00 per year for each full-time employee's dental insurance policy.

The board will pay \$135.00 per month to each single employee who is not enrolled in a family medical health policy.

### **ARTICLE XIV - WAGES AND SUPPLEMENTAL PAY**

#### Section I

The salary schedule is set forth in Exhibit "A" of the agreement. The base salary is \$24,100 for the 2006-2007 school year.

## Section II

The B.A. and M.A. and M.A.+ column semester hours must have been in the graduate level after the B.A. or M.A. is received. The courses must be approved beforehand by the Superintendent. Request for approval of work must be in writing and should clearly indicate the course title, course content and the institution where the employee will attend.

## Section III

Employees on the salary schedule who move from one lane to a higher educational lane shall move to the corresponding eligible step on the higher lane, if available. To qualify for advancement from one horizontal salary classification to another on the basis of training, a certified transcript of credit earned or grade report shall be presented to the Superintendent by September 8 of the school year in which said advance is to be effective. The employee's first paycheck shall reflect the change in the contract.

## Section IV

Each employee shall be placed on their proper step of the salary schedule as of the effective date of this agreement and in accordance with Section VI.

## Section V

The supplemental pay schedule will be Exhibit B. The 2006-2007 supplemental pay schedule will be figured using the base of \$24,100. Supplemental pay contracts will be separate from teaching contracts.

## Section VI

Credit up to the seventh (7) step of any salary level shall be given prior teaching experience on initial employment.

## Section VII

Employees on the regular salary schedule may be granted one increment or vertical step on the schedule of each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Danville Community School District for ninety-one (91) consecutive teaching days or more in one school year. A partial year will be granted only once.

## Section VIII

Employees will be paid in twelve (12) installments on the 15th of each month. Employees shall receive their checks at their regular building and on regular school days. Teachers leaving the system can elect to be paid in a lump sum.

## Section IX

### Exceptions:

- (a) When a pay day falls on, during a school holiday, vacation or weekend, employees shall receive their paycheck on the last previous working day.
- (b) Employees who are new in the teaching profession may, at their option by the first day of classes, elect to receive up to 50% of the first salary installment after the completion of the first five workdays of employment. The balance of the contracted salary shall be prorated over the remaining pay periods.

## Section X

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.

## Section XI

The Board and Association agree that Phase I and II "Excellence in Education" funding monies have been included in base salary for the 2006-2007 agreement. Termination of Phase I and II "Excellence in Education" funding will result in the base salary of Exhibit A, Salary Schedule, Article XIV being rendered null and void unless funding for the same purpose is reassessed or allocated in a different manner. If the aforementioned termination and no reallocation occurs, Exhibit A, Salary Schedule, Article XIV, the base salary will be \$23,050 in 2006-2007.

## **ARTICLE XV - COMPLIANCE CLAUSES AND DURATION**

### Section I

Compliance Clause - Any individual contract between the Board and an individual employee, shall be subject to and consistent with the terms and conditions of this agreement.

## Section II

Separability - In the event that any provision or part of Agreement shall become void or illegal during the term of this Agreement, such provision shall become inoperative to the extent that it is contrary to law but all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. Any provisions of this Agreement that may become void or illegal will not open this agreement for renegotiation.

## Section III

Printed Agreement - Copies of this Agreement shall be typed and mimeographed by a clerical employee of the Board after agreement with the Association and format within (60) days after the Agreement is signed. The Board and the Association shall share equally in the cost of typing and printing the Agreement. The Board shall provide the Association with twenty (20) additional copies.

## Section IV

Finality and Effect of Agreement - This Agreement constitutes the entire agreement between the parties hereto and any modifications of this Agreement shall be in writing and duly executed by both parties hereto. Such modifications may be made at any time by mutual agreement. In the absence of such agreement neither party hereto shall have any duty or obligation to bargain with respect to any changes, modifications or additions to the Agreement during its life.

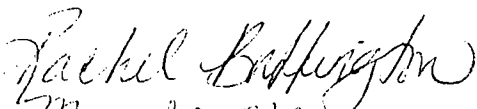
## DURATION

This agreement shall be effective August 16, 2006 and shall continue in effect until August 15, 2007.

This Agreement is Signed this 28th day of January, 2006.

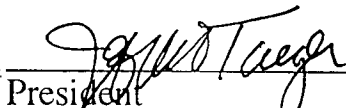
In Witness thereof:

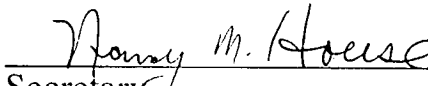
Danville Education Association

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

Board of Education of the  
Danville Community School  
District

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## DUES DEDUCTION FORM

I hereby authorize the Danville Community School district to withhold \$\_\_\_\_\_ from my salary for the purpose of paying dues to the United Teaching Profession. This will be in nine equal installments of \$\_\_\_\_\_ to be taken out of my check beginning with the September check.

The Association or individual teacher agrees to indemnify and hold harmless the Board, each individual board member and secretary and all administrators against any and all claims, costs, suits or other forms of liability and all court costs arising out of the application of the provisions in the agreement between the parties for dues.

Sign\_\_\_\_\_

Date\_\_\_\_\_

DANVILLE COMMUNITY SCHOOL DISTRICT

GRIEVANCE REPORT FORM

(Must be filed within 10 school days of occurrence.)

Name of Grievant \_\_\_\_\_

Grievance # \_\_\_\_\_  
(to be completed by Association)

School or Building \_\_\_\_\_

Date Filed \_\_\_\_\_  
(to be completed by Administration)

STATEMENTS OR FACTS:

SPECIFIC PROVISION(S) OF AGREEMENT ALLEGEDLY VIOLATED:

RELIEF SOUGHT:

DISTRIBUTION OF FORM:

Principal  
Grievant  
Superintendent  
Association

\_\_\_\_\_  
(Signature of Grievant)

\_\_\_\_\_  
(Date)

DANVILLE COMMUNITY SCHOOL DISTRICT

GRIEVANCE RESPONSE FORM

Level #2

Name of Grievant\_\_\_\_\_

Grievance #\_\_\_\_\_

School or Building\_\_\_\_\_

DECISION OF ADMINISTRATOR

\_\_\_\_\_  
(Signature)

Date of Decision \_\_\_\_\_

\_\_\_\_\_  
(Title)

\*\*\*\*\*  
\*\*\*\*\*

Position of Grievant and/or Association

\_\_\_\_\_Decision accepted.

\_\_\_\_\_Decision not accepted. (Appeal of a Level #2 decision must be  
made within five (5) days.)

Distribution of Form:

Principal

Grievant

Superintendent

Association

\_\_\_\_\_  
(Signature of Grievant)

\_\_\_\_\_  
(Date)



DANVILLE COMMUNITY SCHOOL DISTRICT

GRIEVANCE RESPONSE FORM

Level #3

Name of Grievant \_\_\_\_\_  
School or Building \_\_\_\_\_

Grievance # \_\_\_\_\_

DECISION OF ADMINISTRATOR

\_\_\_\_\_  
(Signature)

Date of Decision \_\_\_\_\_

\_\_\_\_\_  
(Title)

\*\*\*\*\*  
\*\*\*\*\*

Position of Grievant and/or Association

\_\_\_\_\_ Decision accepted.

\_\_\_\_\_ Decision not accepted. (Appeal of a Level #3 decision must be  
made within twenty (20) days.)

Distribution of Form:

Principal  
Grievant  
Superintendent  
Association

\_\_\_\_\_  
(Signature of Grievant)

\_\_\_\_\_  
(Date)

DANVILLE SCHOOL SALARY SCHEDULE  
2006 - 2007  
EXHIBIT A

[illegible]

SUPPLEMENTAL PAY SCHEDULE

2006-2007

Exhibit B

\$24,100

12.9%	H.S. Football Coach	\$3,109
12.9%	H.S. Soccer Coach	\$3,109
12.9%	H.S. Boys Basketball Coach	\$3,109
12.9%	H.S. Girls Basketball Coach	\$3,109
12.9%	H.S. Baseball Coach	\$3,109
12.9%	H.S. Softball Coach	\$3,109
12.9%	H.S. Volleyball Coach	\$3,109
12.9%	H.S. Cross Country Coach	\$3,109
12.9%	Instrumental Music Activities	\$3,109
12.9%	Vocal Music Activities	\$3,109
12.9%	HS Boys Track Coach	\$3,109
12.9%	HS Girls Track Coach	\$3,109
11.0%	Assistant H.S. Football Coach	\$2,651
11.0%	Assistant H.S. Soccer Coach	\$2,651
11.0%	Assistant H.S. Girls Basketball Coach	\$2,651
11.0%	Assistant H.S. Boys Basketball Coach	\$2,651
11.0%	Assistant H.S. Baseball Coach	\$2,651
11.0%	Assistant H.S. Softball Coach	\$2,651
11.0%	Assistant H.S. Volleyball Coach	\$2,651
11.0%	HS Golf Coach	\$2,651
11.0%	Asst. Cross Country Coach	\$2,651
9.1%	J.H. Football Coach	\$2,193
9.1%	J.H. Boys Basketball Coach	\$2,193
9.1%	J.H. Girls Basketball Coach	\$2,193
9.1%	J.H. Baseball Coach	\$2,193
9.1%	J.H. Softball Coach	\$2,193
9.1%	J.H. Volleyball Coach	\$2,193
9.1%	J.H. Soccer Coach	\$2,193
9.1%	JH Girls Track Coach	\$2,193
9.1%	JH Boys Track Coach	\$2,193
8.1%	School Musical	\$1,952
7.2%	Large Group Speech	\$1,735
7.2%	Asst. HS Golf Coach	\$1,735
6.7%	Individual Speech	\$1,615
6.2%	J.H. Assistant Football Coach	\$1,494
6.2%	J.H. Assistant Boys Basketball Coach	\$1,494
6.2%	J.H. Assistant Girls Basketball Coach	\$1,494
6.2%	JH Asst. Volleyball Coach	\$1,494
6.2%	JH Asst. Baseball Coach	\$1,494
6.2%	JH Asst. Softball Coach	\$1,494
6.2%	JH Asst. Soccer Coach	\$1,494
5.3%	High School Play	\$1,277
5.3%	Junior Class Sponsor	\$1,277
5.3%	JH Student Council	\$1,277
4.3%	Cheerleading Sponsor	\$1,036
4.3%	Senior Class Sponsor	\$1,036
4.3%	Senior High Student Council Advisor	\$1,036
4.3%	Musical Director	\$1,036

4.3%	Orchestra Director	\$1,036
3.4%	Girls Basketball Chaperone	\$819
3.4%	Sophomore Class Sponsor	\$819
3.4%	Freshman Class Sponsor	\$819
3.4%	National Honor Society Sponsor	\$819
3.4%	High School Bowl Advisor	\$819
3.4%	FCCLA	\$819

K-6 Technology Leader \$1,600 Maximum (\$20 per hour for 80 hours)

7-12 Technology Leader \$1,600 Maximum (\$20 per hour for 80 hours)

The School shall pay \$20.00 per night for taking tickets, scorekeeping, chaperone for pep bus or running the clock for ball games.

All faculty and one member of their family will receive complimentary passes to all junior and senior high activities.

Mileage, when approved by the superintendent, will be paid according to the amount per miles as recommended in the Code of Iowa.